

IAWS in collaboration with IDSK presents

One Day Seminar on

Women, Work and Violence

12th March – 11 am -5 pm

Concept Note

Feminist scholarship has focussed on broader patterns of discrimination, power, and privilege, linking different forms of violence to diverse workspaces and relationships. Quinn's (2002) research on "girl watching," for example, ties patriarchal gender relations to everyday workplace interactions, which demonstrate men's power to sexually evaluate women. Martin (2001) posited that men "mobilize masculinities" in ways that often exclude and cause harm to women as a group. Connell's (1987) theory of hegemonic masculinity, argues that society privileges a single normative ideal of male behaviour, provides a broad sociological framework for understanding harassment, gender, and power. Men may be vulnerable to harassment if they are perceived as feminine (DeSouza and Solberg 2004; Waldo, Berdahl, and Fitzgerald 1998), and women may be targeted if they challenge their subordinate position in the gender system.

In India, the fact that the landmark judgement of the Supreme Court in *Vishaka v. State of Rajasthan* (1997) and the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, women come up against not such sexual harassment, but also gendered and patriarchal ideologies that intermingle with other marginal identity discourses to structure their experiences in diverse workspaces. In the present scenario where workplace harassment of women is on the rise against a proactive law, where the RG Kar incident has shaken people of Kolkata in diverse ways and stimulated conversations around women's safety, it is pertinent to initiate discussions once again in feminist circles about issues of sexual and other harassment faced by women in their diverse workspaces.

Objectives:

- To throw light on experiences of violence in structured and unstructured workspaces
- To document women's resistance in the face of violence
- To engage with ideas around labour and violence as experienced by women in different sites, with a focus on marginal women

A tentative programme will be uploaded shortly